



Empowering people through change

FOXFIRE CONSULTING, LLC is a metro Richmond-based Strategic Change Management consulting firm serving local and state government, nonprofit, and private sector clients. With over 25 years of firsthand experience navigating local, state, and federal environments from every seat at the table, Foxfire brings a perspective that few boutique firms can offer. We help organizations plan, implement, sustain while supporting people through change initiatives using a proprietary, human-centered methodology that goes beyond strategy and structure.

eVA ID: VS0000138500 NIGP Codes: 91820 | 91832 | 91858 | 91871 | 91875 | 91883 | 91885 | 91890 | 92435 | 92441 | 92460 | 92464 | 95816 | 95868 | 95874 | 95877 | 96156 | 96258

CORE COMPETENCIES

- Strategic Change Management
- Change Readiness Assessment & Audit
- Stakeholder Engagement & Analysis
- Change Communications Strategy
- Leadership Alignment & Coaching
- Strategic Facilitation, Retreat Design & Delivery
- Training Assessment & Development
- Change Risk Mitigation & Recovery
- Implementation & Sustainment Support
- Workforce Resilience & Employee Well-Being
- Change Advisory for Leaders & Executives

CLIENT SERVICES

- End-to-End Change Partnership
- Scalable & Fractional Change Support
- Targeted Change Support (Phase-Specific)
- Monthly Change Retainer
- Change Advisory Services
- Change Assessment & Health Check
- Stakeholder Engagement Planning
- Change Communications & Messaging
- Training Strategy & Delivery
- THRIVE! Well-Being Program for Employees
- THRIVE! Leadership & Resilience Workshops
- THRIVE! Well-Being Coaching (Individual & Group)

DIFFERENTIATORS

- **Wholistic Change Approach** integrates Prosci change management, project leadership, and expertise in emotional intelligence, resilience, and mindfulness to drive smoother transitions and lasting adoption.
- **Government Experience That Matters** with 25+ years across local, state, and federal sectors; understands how change lands in real environments.
- **IIIEE Employee Change Experience Model** supports employees through transition to sustained adoption.
- **THRIVE! Program** builds workforce resilience, reduces burnout, and strengthens performance during change.
- **Senior Expertise, Direct Delivery** means every engagement led with senior-level insight and accountability.

PAST PERFORMANCE

Federal Government: Legacy system replacement for 12,000 military commissary staff

Global IT Implementation: Project & time-tracking software rollout for 5,000 employees

Enterprise Transformation: Migration of 40+ IT applications for 20,000+ banking users

Org Development: Change management & org development for national agricultural company



CERTIFICATIONS & CREDENTIALS

- ✓ Prosci Certified Diversity Change Practitioner (CCP)
- ✓ Project Management Professional (PMP)
- ✓ PMI Agile Certified Practitioner (PMI-ACP)
- ✓ Certified Practitioner in Emotional Intelligence, Resilience and Mindfulness
- ✓ Registered Yoga Teacher (RYT-200)
- ✓ Certified Coach



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Make change better. Make better change.

